due to expansion of delivery areas. In addition, the postmen staff are undertaking additional work like picking up of articles for booking from customers' premises for customers conveniences.

(b) and (c) No survey as such has been conducted to find out the impact of introduction of e-Mail and FAX services on workload of postmen staff.

VRS in MTNL

3055. SHRI V.V. RAGHAVAN: Will the Minister of COMMUNICATIONS AND INFORMATION TECHNOLOGY be pleased to state :

(a) whether it is a fact that the Mahanagar Telephone Nigam Ltd. (MTNL) has approved a Voluntary Retirement Scheme (VRS) for its 57,000 Group 'C' and 'D' employees; and

(b) if so, the details thereof and the reasons therefor?

THE MINISTER OF STATE IN THE MINISTRY OF COMMUNICATIONS AND INFORMATION TECHNOLOGY (SHRI ASHOK PRADHAN) : (a) Yes, Sir. MTNL has formulated a VRS for its Group "C" & "D" Employees. The Total number of Group "C" and "D" Employees is about 50,000.

(b) The scheme formulated by MTNL has the following features :—

(i) It is applicable to Permanent/regular group "C" and "D" Employees of MTNL who have completed 40 years of age and 15 years of service in the company (including the service rendered by them in DoT).

(ii) Compensation offered is equivalent to 60 days salary for each completed year of service or salary for the number of years/ month left until superannuation whichever is less.

(iii) Other retirement benefits shall be as per existing company rules as applicable for the employees retiring on superannuation. However, the scheme is yet to be approved by the Government.

The ratio of employees to 1000 telephones in MTNL is about 11.5 as against the international standards of about 3 employees for 1000 telephones. In view of the emerging competition MTNL has proposed to curtail its manpower to match international standards.